

PATRICK MALONEY
FOUNDER & MANAGING DIRECTOR, LEAD TALENT



DRIVING STRATEGY, GROWTH & PERFORMANCE THAT STICKS

I'm Patrick Maloney, Founder and Managing Director of Lead Talent. We are a specialist consultancy supporting ambitious SMEs across the UK and beyond to unlock sustainable, profitable growth.

With over 35 years of senior leadership experience - including time as UK MD of a top 5 staffing group, I bring commercial depth, board-level credibility, and strategic clarity to every business I work with.

Since founding Lead Talent in 2012, I've helped more than 50 companies and 70+ senior leaders drive meaningful change, adding over £150 million in additional profit to their bottom lines. Whether you're scaling, repositioning, or preparing for investment or acquisition, I work as your strategic partner — keeping the big picture in focus while ensuring the execution is watertight.



WHAT I DO:

- ✓ Build and embed clear, commercial business strategies
- ✓ Coach and mentor board-level and senior leadership teams
- ✓ Lead M&A integration, succession planning and change programmes
- ✓ Align people, process and performance to deliver real traction
- ✓ Create structure, focus, and accountability for sustainable growth

I specialise in helping businesses get organised, energised, and positioned for long-term success, while keeping the human impact front and centre.



WHAT OUR CLIENTS SAY:

“A strategic partner who gets under the skin of your business.”

“Patrick began working with me and our senior team during a period of rapid growth. We needed structure, succession, and strategic focus — not just numbers. Three years in, we’ve seen a 50% increase in turnover, 35% increase in staff retention, and a new generation of leaders taking the business forward.”

Mark Roberts,
Managing Director, gap personnel group

“The foundation we’ve built gives me peace of mind — and commercial results.”

“Patrick helped us create strategic clarity and accountability across the business. Beyond the impressive financials, what’s made the biggest difference is knowing the business is now built on something solid. I sleep easier knowing that.”

Mike Chester,
CEO, Conker

“A catalyst for clarity, vision, and action.”

“Over the last five years, Patrick has helped us not just set a strategic vision — but actually deliver it. He’s insightful, commercial, and a trusted sounding board for senior leaders.”

Deb McCain,
CEO, Hallam Medical



LET'S BUILD A BUSINESS THAT WORKS HARDER AND SMARTER

If you're looking to sharpen your strategy, scale your business, or create a leadership team built to last — I'd love to help.

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MY APPROACH:

My work is grounded in one principle: strategy is only powerful when it gets delivered. I bring real-world experience, not abstract theory — challenging teams, supporting leaders, and ensuring that plans are backed by clarity, capability, and consistency.

As a trusted partner at board level, I lead from the front, stay hands-on, and provide the critical thinking, structure, and honest feedback leadership teams need to break through.

EXPERTISE AT A GLANCE:

Strategic Business Planning: From assessment to implementation.

Leadership Coaching & Board Alignment: Over 70 leaders mentored across sectors.

M&A Integration & Succession Planning: Supporting transitions and embedding legacy.

Operational Structure & Change Management: Particularly across recruitment, healthcare, engineering and professional services.

High-Growth Environments: Supporting private equity-backed, family-run and scale-up organisations.

People & Culture Development: Helping senior teams evolve into high-performing leadership units.

Throughout my career, I've led and supported businesses ranging from £5m to £250m+ turnover - applying a tailored, commercially-focused approach to every challenge.

